

## **2005 ANNUAL EEO REPORT FOR KTRK-TV**

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This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves over 1.8 million households in the Greater Houston area and 11 outlying counties. This report includes information from March 16, 2004 to March 15, 2005, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

### **JOB VACANCY INFORMATION**

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through the ABC, Inc. Job Posting circulated by ABC, Inc. internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated.

**See Details in Attachment A: Job Sources**

### **RECORD KEEPING**

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings. From March 16, 2004 to March 15, 2005, the Station has filled 23 full-time jobs, and 16 part-time jobs.

**See Details in Attachment B: Vacancies Filled**

**SUPPLEMENTAL RECRUITMENT ACTIVITIES**

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

**1. Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.**

UNITY: Journalists of Color Media Career Expo. Held in Washington, DC August 3 – 8, 2004, this conference was a gathering of NABJ, NAHJ, AAJA, and AANA. In attendance were: Don Kobos, Assistant News Director; Jerry Vazquez Executive News Producer[NAHJ]; Denise Bates, VP Community Affairs [NABJ]; Jamie Nguyen, News Producer [AAJA]; Darren Lyn, News Reporter [AAJA]; and Miya Shay, News Reporter [AAJA].

**2. Internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

*From March 16, 2004 to March 15, 2005, 38 students participated in internship opportunities at KTRK-TV:*

INTERN NAME	DEPT.	UNIVERSITY	START	END
Anders, Shannon	Sports	University of Houston	8/30/2004	12/1/2004
Bowers, Lindsey	News	University of Houston	2/14/2004	5/4/2004
Brown, Paula	News	University of Houston	2/2/2004	5/10/2004
Dotson, Chineza	Sales	Texas Southern University	6/21/2004	9/12/2004
Graham, Miranda	News	Texas A & M University	6/1/2004	8/15/2004
Green, Marian L.	Production	Prairie View A&M University	1/12/2005	5/27/2005
Hawkins, Phoebe	CommAffair	University of Houston	6/4/2004	8/6/2004
Heflin, Lauren	News	University of Houston	1/4/2005	5/27/2005
Hill, Melanie	News	University of Houston	9/4/2004	12/31/2004
Jack, Leslie Denise	News	Syracuse University	5/4/2004	8/6/2004
Jones, Constance	News	Sam Houston State University	1/25/2004	5/5/2004

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INTERN NAME	DEPT.	UNIVERSITY	START	END
Knight, Samica	News	University of Houston	9/7/2004	12/31/2004
Lambert, Esther	News	University of Houston	9/7/2004	12/31/2004
Luna, Belia	News	University of Houston	3/30/2004	8/17/2004
Mares, Vanessa	Sports	Kingwood College	9/7/2004	12/16/2004
Martinez, Diana	News	University of St. Thomas	9/7/2004	12/31/2004
McCann, Misty	News	Sam Houston State University	1/4/2005	4/29/2005
Morrissette, Katie	News	Prairie View A&M University	1/12/2005	5/27/2005
Nguyen, Thang Gia	News	University of Houston	1/24/2005	5/27/2005
O'Shea, Kathleen	Sports	University of Houston	2/18/2004	8/7/2004
Outten, Bridgette	CommAffair	Texas Southern University	6/7/2004	8/13/2004
Perwaiz, Uruj	News	University of Houston	9/7/2004	12/31/2004
Pleasant, Maranda	Undercover	University of Houston	8/31/2004	12/31/2004
Radusch, Stephen	News	Southwestern University	7/5/2004	8/27/2004
Ramirez, Kristina	News	University of Houston	1/4/2005	5/27/2005
Rhodes, Ashley	News	University of Houston	9/7/2004	12/31/2004
Richardson, Jennifer	Sports	University of Houston	1/12/2004	5/31/2004
Rigg, Robert	Promotion	University of Houston	1/15/2005	5/1/2005
Scott, R. Patrice	News	Texas Southern University	6/21/2004	9/12/2004
Seefluth, Chance	News	Alvin Community College	4/6/2004	8/27/2004
Strother, Sue	Undercover	Alvin Community College	1/18/2005	5/27/2005
Treadwell, Danielle	News	University of Houston	2/1/2004	5/13/2004
Walker, Wendy Ann	News	University of Houston	9/7/2004	12/31/2004
Whaley, Patricia	News	Rice University	1/12/2004	5/5/2004
Wiggins, Mark	News	University of Houston	1/22/2004	5/5/2004
Williams, Jahred	News	Southwestern University	5/14/2004	8/27/2004
Wilson, LaJoyce	News	Houston Community College	9/7/2004	12/31/2004
Yada, Yasuko	News	University of Houston	9/7/2004	12/31/2004

**3. Training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Scott Miller, Associate Producer, is in the Training Program.

**4. Participation in other activities that the licensee has designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise not know of them.**

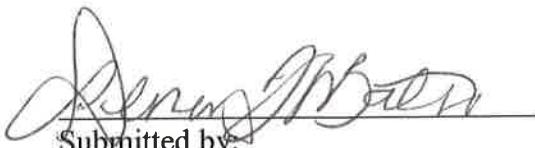
**ABC NEWS IN THE SCHOOLS**

ABC News in the Schools is an initiative to motivate the nation's public high school students to read, watch and listen to the news. We want them to think critically and appreciate the value of a free press and an informed electorate in today's complicated world. Looking to "light a fire" under students in average or under-performing schools, the hope was to both educate the students and try to determine how broadcast news can best serve this coming generation. Former World News Tonight Sunday Anchor and senior correspondent, Carole Simpson, was named in January 2004 to the position of ABC News Ambassador to the Schools. During the spring semester of 2004, Simpson and her producers visited 11 cities all over the country. They went to 19 high schools and reached nearly 2,000 students with the program called, "News: The Ultimate Reality Show". The program is not for broadcast, just for educational purposes. The plan to visit schools all over the country during the academic year included Houston. KTRK assisted in the selection of schools in the city. Denise Bates, V.P. Community Affairs, and Pierre Cromartie, V.P. Sales Manager, accompanied Simpson on the visits, and arranged for a speaking engagement. The tour of Houston included:  
Thursday, October 14<sup>th</sup>, 2004: Phyllis Wheatley High School & Texas Southern University Reception / Houston, Texas  
Friday, October 15<sup>th</sup>, 2004: Kashmere High School / Houston, Texas

- 5. Participation in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.**

**ABC-13 SPEAKERS BUREAU AT TSU**

Our Speakers Bureau is an ongoing partnership with Texas Southern University, an HBCU (Historically Black College/University) to provide Business and Communications classes with speakers from our staff of television media professionals. Those participating this year include 2 Sales Managers.



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Submitted by:

Denise W. Bates, VP Community Affairs

April 1, 2005

Date

## 2005 ANNUAL EEO REPORT FOR KTRK-TV

### Attachment A: Job Sources

ATTENTION:	ORGANIZATION	ADDRESS	CITY / STATE / ZIP
Job Posting	A.A.M.A. <sup>1</sup>	6001 Gulf Fwy., Bldg. B165	Houston, TX 77023
Job Posting	ABC OWNED	<a href="mailto:Susan.santore@abc.com">Susan.santore@abc.com</a>	
Job Posting	ABC-13	<a href="mailto:Randy.Klein@abc.com">Randy.Klein@abc.com</a>	
Houston Works	Attn: Rae Zamarippa	600 Jefferson, Ste. 900	Houston, TX 77002
Ms. Therese Andersen	AWRT <sup>2</sup>	<a href="http://www.awrt.org/publications/job_form.html">www.awrt.org/publications/job_form.html</a>	
Job Posting	Broadcast Employment Services	P. O. Box 4116	Oceanside, CA 92052
Job Posting	Broadcasting & Cable	<a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>	
Ms. Phoenix Mak	Chinese Community Ctr.	5855 Sovereign Drive	Houston, TX 77036
Classified	El Dia	6120 Tarnet, Suite 100	Houston, TX 77074
Classified	El Mexico	601 Shortwell	Houston, TX 77020
Job Posting	Electronic Media	<a href="mailto:echasko@crain.com">echasko@crain.com</a>	
Classified	Fort Bend Sun/Southwest Sun	869 Dulles Avenue, #C	Stafford, TX 77477-5710
Classified	Forward Times	4411 Almeda Road	Houston, TX 77004
Ms. Kijana Wiseman	HABJ/P-time Times <sup>3</sup>	P. O. Box 565	Houston, TX 77001-0565
Ms. Sylvia Lopez	Harris County Employment	1310 Prairie, Suite 200	Houston, TX 77004
Ms. Priscilla Delapaz	Hispanic Chamber of Commerce	2900 Woodridge #312	Houston, TX 77087
Job Bank	Houston Area Urban League	1301 Texas	Houston, TX 77002
Mr. Tom Nguyen	Houston Asian Chamber of Commerce	7457 Harwin Plaza II, # 240	Houston, TX 77036
Mr. Brian Chang	Houston Asian Junior COC	4410 April Meadow Way	Sugar Land, TX 77479
Janice Garza	Houston Assoc. of Hispanic Journalists	P. O. Box 273394	Houston, TX 77277
Career Services	Houston Baptist University	7502 Fondren	Houston, TX 77074
Job Placement	Houston Community College	1300 Holman	Houston, TX 77004
Classified	Houston Defender	2626 South Loop W./, Suite 360	Houston, TX 77054
Classified	Houston Style	5630 Martin Luther King Blvd.	Houston, TX 77021
Classified	Houston Sun	1520 Isabella	Houston, TX 77004
Classified	Indo-American News	7457 Harwin, Suite 262	Houston, TX 77036
Classified	Korean Journal	1241 Blalock Road	Houston, TX 77055
Mr. Michael McKinley	La Voz de Houston	6101 Southwest Fwy. #127	Houston, TX 77057
Classified	Las Noticias de Fort Bend	924 Third St.	Rosenberg, TX 77471
Jackie Owens	Light Of The World Church	7800 Bissonnet, #260	Houston, TX 77074
Executive Director	LULAC <sup>4</sup>	3004 Bagby	Houston, TX 77006
Job Posting	M.L.K. Community Center <sup>5</sup>	2720 Sampson	Houston, TX 77004

<sup>1</sup> American Association of Mexican Americans

<sup>2</sup> American Women in Radio and Television

<sup>3</sup> Houston Association of Black Journalists

<sup>4</sup> League of United Latin American Citizens

ATTENTION:	ORGANIZATION	ADDRESS	CITY / STATE / ZIP
Ms. Belinda Eissien	NAACP <sup>6</sup>	2002 Wheeler	Houston, TX 77004
Job Posting	NAB <sup>7</sup>	<a href="http://www.nab.org/bcc">www.nab.org/bcc</a> <a href="mailto:jobbank@nahi.org">jobbank@nahi.org</a>	<a href="mailto:careercenter@nab.org">careercenter@nab.org</a>
Job Posting	NAHJ <sup>8</sup>		Internet Address Only
Job Posting	NABJ		Houston, TX 77098
AWRT	Paige Buddeke	P.O. Box 980908 P.O. Box 4129	Prairie View, TX 77446
Mr. Bryan H. Barrows, III	Prairie View A&M University	P.O. Box 541038	Houston, TX 77254-1038
Newsletter	Press Club of Houston		E-Mail ONLY:
Job Posting	RTNDA <sup>9</sup>	<a href="mailto:Steve@rtnda.org">Steve@rtnda.org</a>	Hunstville, TX 77341
Career Services	Sam Houston State Univ.	P.O. Box 2238	Houston, TX 77074-5013
Ms. Gloria Joy	Jobs for Progress	6565 Rookin Street Fax # 607-729-7331	Nacogdoches, TX 75962
Job Posting	SPOTS-N-DOTS		Internet Address Only
Attn: Debra Warren	Stephen F. Austin	Box 13032, SFA Station <a href="http://www.tab.org">www.tab.org</a>	College Station, TX 77843
Job Posting	TAB <sup>10</sup>		Houston, TX 77004
Career Center #209	Texas A&M University	John J. Koldus Bldg 3100 Cleburne Avenue	Houston, TX 77004
Mr. Harry Clack	Texas Southern University	3100 Cleburne 3100 Cleburne	Houston, TX 77004
Mr. James W. Ward	Texas Southern University	2020 North Loop West #205	Houston, TX 77018
Job Posting	Texas Workforce Comm.	1900 Yorktown	Houston, TX 77056
Ms. Lori Wensel	The Art Institute of Houston	9000 Clay Road, #106 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	Houston, TX 77080
Cathy Peters	The Employment Guide		
Job Posting	TV JOBS		
Mr. Tatcho Mindiola	Univ. Houston Mexican American Studies	4800 Calhoun	Houston, TX 77004
Ms. Jeanette Cosley	United Negro College Fund	1235 N. Loop West, #1010	Houston, TX 77008
Sabrina Thornton	United States Veterans Initiative	1418 Preston Street	Houston, TX 77002
Career Services	University of St. Thomas	3800 Montrose	Houston, TX 77006
Ms. Leslie Landry	University of Texas	A115A Jester Center	Austin, TX 78705
Classified	Vietnam Post/Vietnam Business	9898 Bissonnet, Suite 278	Houston, TX 77036
Ms. Imogene Thomas	Wesley Community Ctr.	2720 Sampson	Houston, TX 77004
Ms. Melissa Mayo	Women in Communications	1110 Ferndale Court	Sugar Land, TX 77479

- <sup>5</sup> Martin Luther King Community Center  
<sup>6</sup> National Association for the Advancement of Colored People  
<sup>7</sup> National Association of Broadcasters  
<sup>8</sup> National Association of Hispanic Journalists  
<sup>9</sup> Radio and Television News Directors Association  
<sup>10</sup> Texas Association of Broadcasters

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**ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/04 – 3/15/05**

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
12/22/03	Consumer Reporter	News	03/01/04 04/15/04 4/26/04 5/14/04	1. 2. 3. 4. Jeffrey Ehling	NH NH NH Promoted	3/15/04 Employee Referral Abc13.com Abc13.com Employee Employee Referral Abc13.com	
1/26/04	IT/video Engineer	Technical	2/18/04 3/03/04 3/03/04 3/03/04 3/03/04 3/09/04	1. Calvin Troupe 2. 3. 4. 5. 6.	NH NH NH NH NH NH	3/15/04 Employee Referral Abc13.com Abc13.com Employee Employee Referral Abc13.com	
1/06/04	Associate Producer	News	01/22/04 02/06/04 02/09/04 02/18/04 02/20/04	1. 2. Mark Lewis 3. 4. 5. Kara Migliorelli	NH H NH NH H	4/05/04 Employee Referral Abc13.com Abc13.com Word of Mouth Tjobs.com	
01/16/04	Photographer/Editor/ Prod.	Programming	02/19/04 03/02/04 03/02/04 03/02/04 03/01/04 02/18/04 02/13/04	1. Michael Carl 2. 3. 4. 5. 6. 7.	NH NH NH NH NH NH NH	4/12/04 Ex-Employee Ref. Ex-Employee Ref. Ex-Employee Ref. Abc13.com Employee Referral Employee Referral Employee Referral	
03/05/04	P/T Production Assistant	News	03/16/04 03/25/04 03/25/04 04/05/04 04/05/04 04/05/04	1. 2. 3. Carrie Hogan 4. 5. 6.	NH NH H NH NH NH	Employee Referral Abc13.com Website search Abc13.com Abc13.com Abc13.com	
03/05/04	P/T Production Assistant	News	03/25/04 04/05/04 04/05/04 04/13/04	1. 2. 3. Sierra Susherry 4.	NH NH H NH	Abc.13.com Abc.13.com Abc.13.com Abc.13.com	

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02/19/04	Assignment Editor	News	03/04/04 04/21/04	1. 2. 3. 4. 5. Jarrod Carroll 6. 7.	NH NH NH NH Promoted NH NH	05/20/04	P/T Employee Abc13.com Employee Referral
2/06/04	Media Manager	News	05/17/04 05/24/04 05/08/04 05/09/04 05/18/04 04/21/04 02/12/04 05/11/04 05/12/04 05/15/04 05/13/04 05/13/04 05/08/04 02/12/04 02/12/04 02/12/04 02/12/04 02/12/04 02/12/04 05/07/04	1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. Rob Moran	NH NH NH NH NH NH NH NH NH NH NH NH NH NH NH NH NH NH Promoted	06/01/04	Unsolicited Unsolicited Unsolicited Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Employee Referral Employee Referral Employee Referral Employee Referral Employee Referral Employee Referral Employee Referral
03/29/04	P/T Broadcast Technician	Programming	06/03/04 05/17/04	1. Benjamin Langlinais 2.	H NH	06/14/04	Abc13.com Abc13.com Employee Referral Employee Referral Employee Referral Abc13.com Employee Referral

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			05/27/04	8.	NH		Abc13.com
02/25/04	P/T Video Tape Editor	News	05/18/04 05/19/04 05/17/04 06/02/04 09/23/04	1. Katherine Whaley 2. 3. Jason Saucedo 4. 5. Sarah Elsharkawi	H NH H NH H	06/20/04 07/02/04 10/04/04	Internal/Intern Unsolicited Employee Referral Employee Referral Employee Referral
09/01/04	P/T Video Tape Editor	News					
02/20/04	Photographer/ENG Truck	News	03/17/04 05/03/04 03/30/04 05/06/04 05/20/04	1. 2. 3. 4. 5. Jason Walker	NH NH NH NH H		Employee Referral Abc13.com Walk In P/T Employee Abc13.com
04/01/04	Account Executive	Sales	06/21/04 05/05/04 05/07/04 04/20/04 04/20/04 04/22/04 04/28/04 04/28/04 04/28/04 05/12/04 05/13/04 05/18/04 05/25/04 07/01/04 06/17/04 05/14/04	1. Kristin Anthony 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16.	H NH NH NH NH NH NH NH NH NH NH NH NH NH NH NH	07/13/04	Employee Referral Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com Abc13.com
06/04/04	Operations Engineer	Technical	07/09/04 07/09/04 07/09/04 07/09/04 07/12/04	1. 2. 3. 4. Derrel Lynn Starling 5.	NH NH NH H NH	08/16/04	P/T Employee Abc13.com Employee Referral Employee Referral Employee Referral TAB.com

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			07/12/04	6.	NH		TVJobs.Com
			07/12/04	7.	NH		Employee Referral
			07/12/04	8.	NH		TVJobs.Com
05/03/04	P/T Assignment Editor	News	08/02/04	1. Coleman Knight	H	9/07/04	Abc13.com
			07/16/04	2.	NH		Abc13.com
			07/30/04	3.	NH		Abc13.com
			06/22/04	4.	NH		Employee Referral
			08/03/04	5.	NH		Abc13.com
			07/28/04	6.	NH		Abc13.com
09/07/04	News Editor	News	09/08/04	1. Panchanna Daranikone	Promoted	9/27/04	Employee Referral
			09/17/04	2.			Employee Referral
			09/17/04	3.			Employee Referral
			09/23/04	4. Benjamin Langlinais	Promoted	10/04/04	Employee Referral
			09/23/04	5.			Tvjobs.com
			09/23/04	6.			Employee Referral
			09/24/04	7.			Employee
08/09/04	P/T Production Assistant	News	08/20/04	1.	NH		Website search
			08/20/04	2.	NH		Abc13.com
			08/24/04	3.	NH		Abc Job Listing
			08/24/04	4.	NH		Employee Referral
			08/26/04	5.Ericka Fusilier	H	10/11/04	Tvjobs.com
			08/31/04	6.	NH		TAB Website
			08/31/04	7.	NH		Employee Referral
			09/03/04	8.	NH		Employee Referral
07/20/04	News Reporter	News	08/19/04	1.	NH		Abc13.com
			09/26/04	2. Christina Dobbyn	H	10/13/04	Abc13.com
			09/07/04	3. Gene Apodaca	H	10/12/04	Tvjobs.com
			08/24/04	4.	NH		Agent/Agency
			10/05/04	5.	NH		Abc13.com
			08/12/04	6.	NH		Agent/Agency
			12/17/04	7.	NH		Affiliate Station
			12/15/04	8.	NH		In-house
			12/15/04	9.	NH		In-house
			12/15/04	10.	NH		In-house

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			12/17/04	11. Ilona Carson	H	03/01/05	Abc13.com
09/04/04	Promotion Writer/Prod	Promotion	08/09/04 08/09/04 08/10/04	1. 2. 3. 4. 5. 6. 7. 8. 9. 10. Michael Penix	NH NH NH NH NH NH NH NH NH		GraemeNewell.com Abc13.com GraemeNewell.com Abc13.com Employee Referral America Job Bank Referral /Franks GraemeNewell.com GraemeNewell.com
8/09/04	Production Assistant	News	8/20/04 8/20/04 8/24/04 8/24/04 8/26/04 8/31/04 8/31/04 9/03/04 9/27/04	1. 2. 3. 4. 5. 6. 7. 8. 9. Scotty Miller	NH NH NH NH NH NH NH NH H	10/11/04	Website search Abc13.com PT Employee Employee Referral Tyjobs.com TAB.com Employee Referral Employee Referral Abc13.com
11/23/04	Assoc. Producer Trainee	News	12/14/04 12/14/04 12/14/04 12/15/04 12/16/04 12/16/04	1. 2. 3. 4. 5. Scotty Miller 6.	NH NH NH NH Promoted NH		Abc13.com Abc13.com Abc13.com Univ. of Houston Internal Candidate Abc13.com
9/08/04	Mktg. Account Executive	Sales	10/25/04 9/21/04 10/28/04	1. Monica Moreno 2. 3. 4. 5. 6. 7. 8.	H NH NH NH NH NH NH	12/13/04	Industry Referral Employee Referral Abc13.com Industry Referral Abc13.com Abc13.com Industry Referral Abc13.com

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Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
9/2/04	Producer	News	9/24/04	9.	NH		Employee Referral
				1.	NH		Internal Candidate
				2.	NH		Internal Candidate
				3.	NH		Talent Dynamics
				4.	NH		TViJobs.com
				5.	NH		Abc13.com
				6.	NH		TViJobs.com
				7.	NH		Talent Dynamics
				8. Brett Birkinbine	H	1/10/05	Talent Dynamics
9/2/04	Associate Producer	News	10/29/04	1.	NH		Abc13.com
			11/11/04	2.	NH		TVJobs.com
			11/12/04	3. Daniel DeLemos	Promoted	11/22/04	Internal Candidate
			11/16/04	4.	NH		Employee Referral
9/7/04	P/T Editor	News	11/15/04	1.	NH		Abc13.com
			11/11/04	2.	NH		Walk-in
			11/17/04	3.	NH		Mail-in
			11/15/04	4.	NH		Mail-in
			11/11/04	5.	NH		Abc13.com
			12/17/04	6.	NH		Abc13.com
			12/21/04	7. Vernon White	H	2/01/05	Walk-in
9/4/04	P/T Creative Svc. Editor	Promotion	8/25/04	1.	NH		Abc13.com
			8/11/04	2.	NH		Abc13.com
			8/01/04	3.	NH		GraemeNewell.com
			9/29/04	4.	NH		Abc13.com
			10/01/04	5.	NH		Employee Referral
			10/02/04	6.	NH		Employee Referral
			10/20/04	7. Shane Finley	H	2/02/05	Temp. Employee
12/20/04	Production Assistant P/T Prod. Assistants	News	1/05/05	6. Ericka Fusiller	Promoted	1/31/05	Internal Candidate
			1/24/05	2. Tejal Patel	H	2/21/05	Resume on File
			12/14/04	3.	NH		Abc13.com
			1/19/05	4. Deeda Clarissa Salazar	H	2/7/05	Univ. of Houston
			12/21/04	5.	NH		Abc13.com

**PUBLIC FILE**

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			12/21/04	6.	NH		Abc13.com
			1/31/05	7.	NH		Employee Referral
			1/19/05	8.	NH		TWC
			1/19/05	9.	NH		Industry Referral
			1/20/05	10.	NH		Phone in
			1/21/05	11. Jayna Desai	H	2/14/05	Abc13.com
			1/21/05	12.	NH		Industry Referral
			1/24/05	13.	NH		Resume on File
			1/26/05	14.	NH		Abc13.com
			1/27/05	15.	NH		Abc13.com
			1/25/05	6.	NH		Employee Referral
			1/26/05	17. Christel Phillips	H	2/07/05	WorkinTexas.com
			1/25/05	18. Celina Talamos	H	3/08/05	Employee Referral
01/11/05	Assignment Editor	News			NH	1/24/05	Interviewed PA
				1.	NH	1/31/05	AWRT Website
				2.	NH	1/31/05	Abc13.com
				3. Jean Andersen	H	1/31/05	TAB website
				4.	NH	2/01/05	Abc13.com
				5.	NH	2/01/05	Galveston Daily Nws
				6.	NH	2/04/05	
10/12/04	P/T Broadcast Tech	Programming	01/24/05	1. Faviola Jimenez	H	03/04/05	Abc13.com
			12/06/04	2.	NH		Abc13.com
			11/1/04	3.	NH		Abc13.com
			11/05/04	4.	NH		Abc13.com
			10/19/04	5.	NH		Abc13.com
			11/05/04	6.	NH		Abc13.com
			11/18/05	7.	NH		Abc13.com
			11/18/05	8.	NH		Abc13.com
			11/18/05	9.	NH		Abc13.com
			11/19/05	10.	NH		Abc13.com
			11/05/04	11.	NH		Abc13.com